

UNITED STATES OF AMERICA

BEFORE THE NATIONAL LABOR RELATIONS BOARD

HOOT WINC, LLC and ONTARIO
WINGS, LLC D/B/A HOOTERS OF
ONTARIO MILLS

and

ALEXIS HANSON

31-CA-104872

31-CA-104874

and

JAMIE WEST

31-CA-104877

31-CA-104892

and

CHANELLE PANITCH

31-CA-107256

31-CA-107259

NOTICE TO SHOW CAUSE

On September 1, 2015, the National Labor Relations Board issued a Decision and Order, 363 NLRB No. 2, finding that the Respondent violated Section 8(a)(1) of the Act by both (1) maintaining a mandatory individual arbitration policy and (2) interfering, through the arbitration policy, with employees' ability to access the Board. On June 28, 2018, the United States Court of Appeals for the Ninth Circuit denied enforcement, in light of *Epic Systems Corp. v. Lewis*, 584 U.S. ___, 138 S. Ct. 1612 (2018), of the Board's Order on the first finding and remanded the second finding back to the Board.

At the time of the Board's decision, and Administrative Law Judge William Nelson Cates' May 19, 2014 decision that the Board affirmed, the issue of whether the maintenance of a policy that did not expressly restrict employee access to the Board violated Section 8(a)(1) on the basis that employees would reasonably believe it did would be resolved based on the prong of

the analytical framework set forth in *Lutheran Heritage Village-Livonia*, 343 NLRB 646 (2004), which held that an employer's maintenance of a facially neutral work rule would be unlawful "if employees would reasonably construe the language to prohibit Section 7 activity." *Id.* at 647. Recently, the Board overruled the *Lutheran Heritage* "reasonably construe" test and announced a new standard that applies retroactively to all pending cases. *The Boeing Co.*, 365 NLRB No. 154, slip op. at 14-17 (2017).

Accordingly, the Board hereby issues the following notice to show cause why this proceeding should not be remanded to the judge for further proceedings in light of *Boeing*, including, if necessary, the filing of statements, reopening the record, and issuance of a supplemental decision.

NOTICE IS GIVEN that any party seeking to show cause why this case should not be remanded to the administrative law judge must do so in writing, filed with the Board in Washington, D.C., on or before December 4, 2018 (with affidavit of service on the parties to this proceeding). Any briefs or statements in support of the motion shall be filed on the same date.

Dated, Washington, D.C., November 20, 2018

By direction of the Board:

/s/ Roxanne L. Rothschild

Acting Executive Secretary